

EXHIBIT 2140

From: Galy, Chris
Sent: Friday, October 31, 2008 11:06 AM
To: Right Talent- Talent Delivery All
Subject: FW: New Equity Guidelines
Attachments: New Hire Guideline_Mass Distribution_Oct 29 2008.ppt; New Hire Equity Changes with All Equity Guidelines.ppt

Sensitivity: Private

CONFIDENTIAL Pls do not forward. Save in a secure place.

Agenda item for next staff...see new equity guidelines...only includes US...we'll see what she has to say about the international piece

CG

From: White, Mischa
Sent: Friday, October 31, 2008 11:01 AM
To: Galy, Chris; Wicks, Traci
Subject: New Equity Guidelines

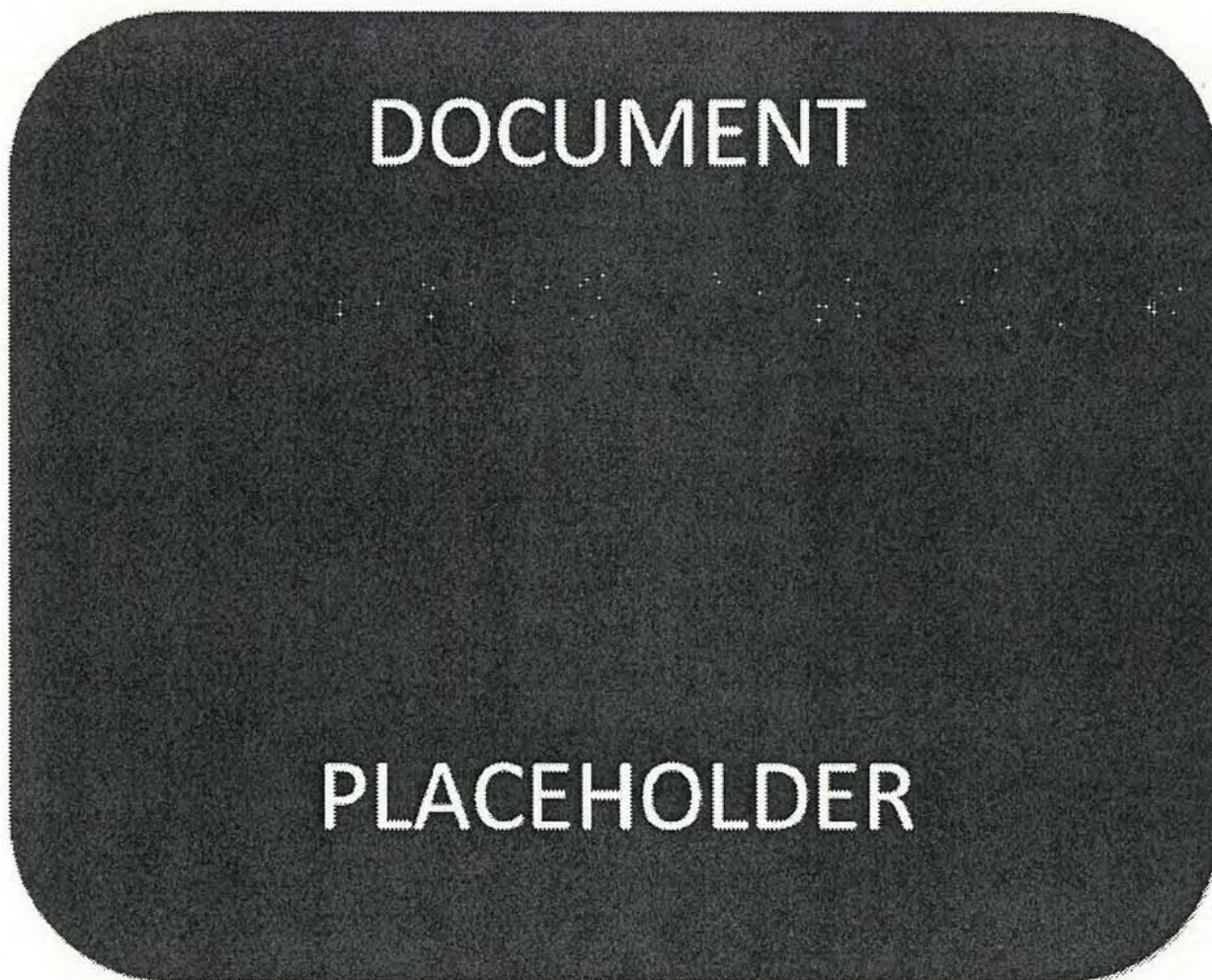
Traci & Chris-

Christina Hall is going to be coming into our next leadership staff meeting to discuss this. However, in the meantime she wants to make sure the recruiters and sourcers have new changes. Please make sure you share this with them ASAP.

Thank you!



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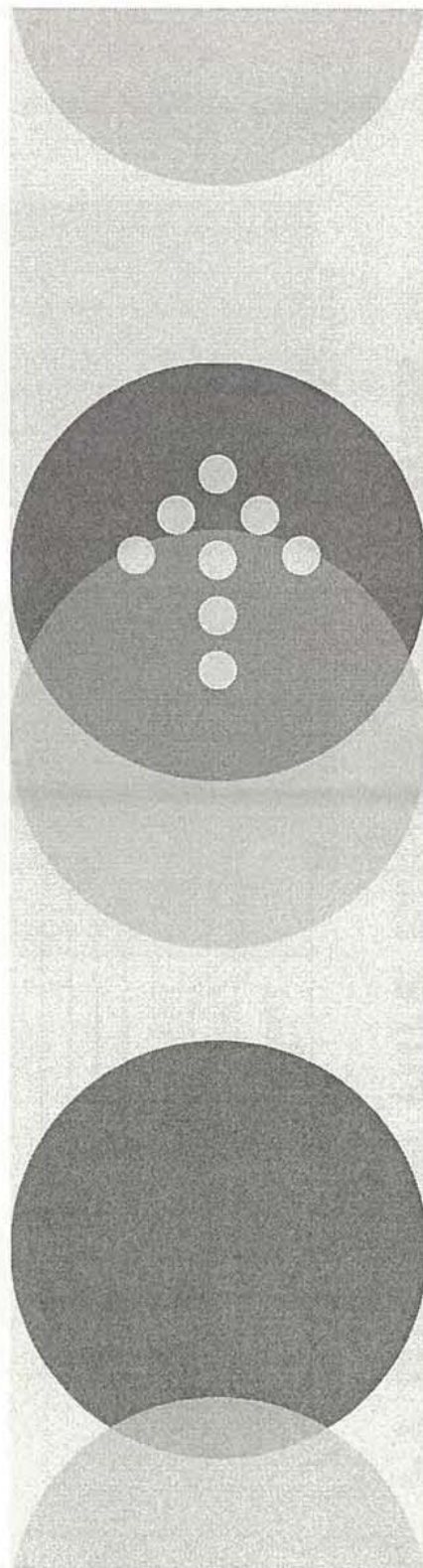
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FY'09 New Hire Equity Guidelines

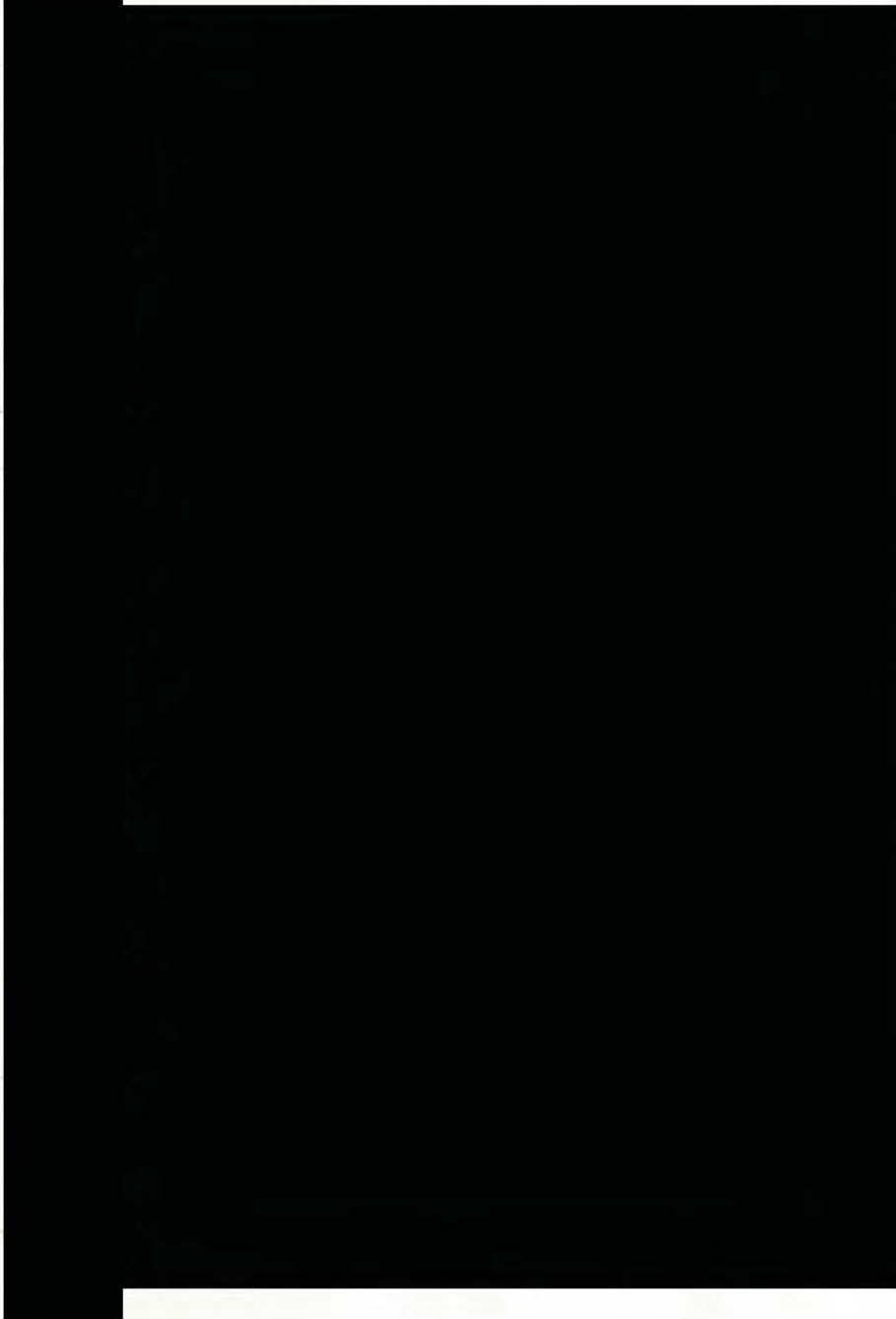
Global Comp and Benefits Team

October 29, 2008



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FY'09 New Hire Equity Guidelines



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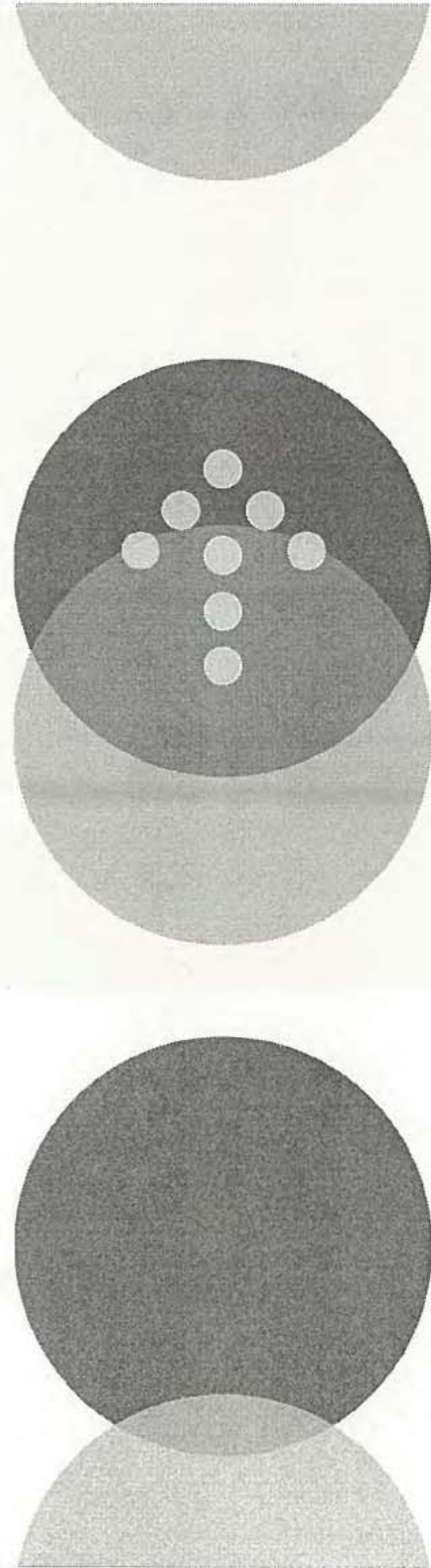
DOCUMENT

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Equity Guidelines FY09



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Annual Approval of Equity Guidelines

In Summary:

- [REDACTED]
- [REDACTED]
- [REDACTED]

Key Notes Regarding FY09 Equity Guidelines

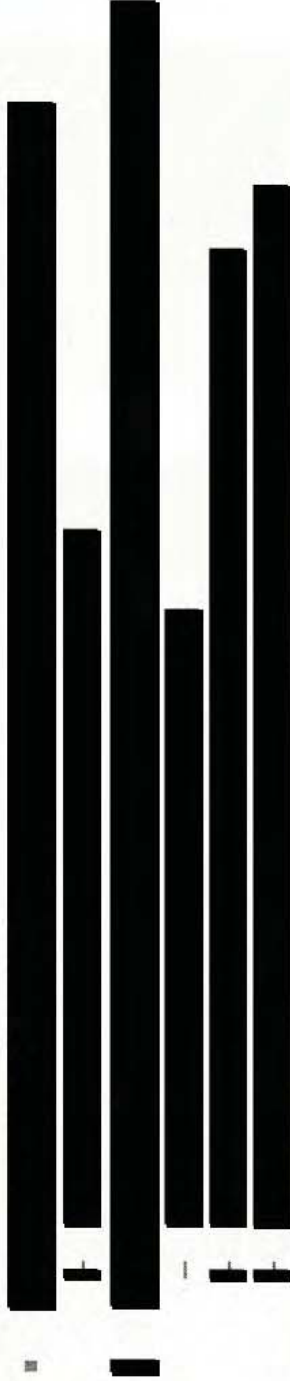
- [REDACTED]
- [REDACTED]
- [REDACTED]

• Looking forward:

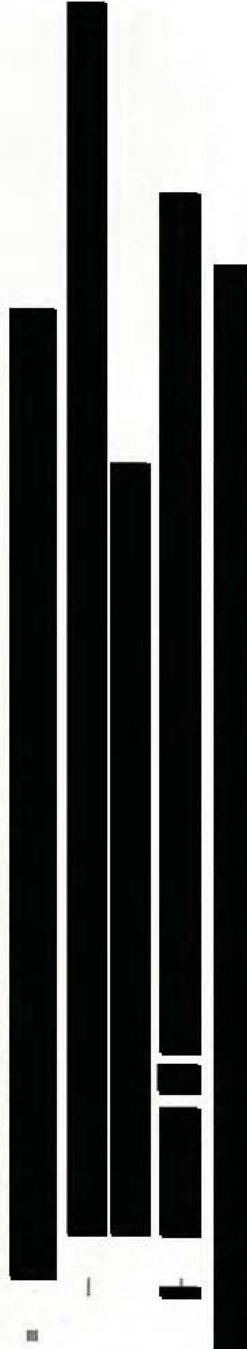
- [REDACTED]
- [REDACTED]
- [REDACTED]

New Hire Equity Guidelines

What is changing ()



What is staying the same



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FY'09 New Hire Equity Guidelines



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